

CONSTRUCT VALIDITY of the VOCATIONAL INTEREST QUESTIONNAIRE (VIQ)

The Vocational Interest Questionnaire was one of the first Australian Career Interest Tests devised. Up until the late 1980's and early 1990's, the most popular work interest tests in Australia were for example, the Kuder Inventory, the Strong Interest test and the Rothwell Miller.

However, the Career Occupational Preference Survey was also one of those frequently used in this country. The Career Occupational Preference Survey is an interest survey designed to help individuals involved in the career decision-making process and to define the kinds of work one might be interested in doing. Survey results match the user with his/her highest work clusters and offer a sampling of occupations to explore along with related skills, activities, and majors. The time required to complete the test is usually about 30 minutes.

The current study therefore sought to examine the construct validity of the VIQ in comparison with the COPS. A total of 263 students from five schools in Adelaide were asked to complete both the COPS and the VIQ. The correlations as shown below support the hypotheses that the VIQ has construct validity.

VIQ CONSTRUCT VALIDITY (COPS VS VIQ [COMBINED])

COPS

| VIQ | COPS | | | | | |
|--|--------------------------|-------------------------------|----------------------------|---------------------------------|----------------|---------------------------|
| | <u>Science (skilled)</u> | <u>Science (professional)</u> | <u>Technical (skilled)</u> | <u>Technical (professional)</u> | <u>Outdoor</u> | <u>Consumer Economics</u> |
| <u>Scientific (skilled)</u> | 0.7997 | 0.7922 | 0.4510 | 0.4958 | 0.4788 | |
| <u>Scientific (professional)</u> | 0.7038 | 0.8647 | 0.3396 | 0.5201 | 0.4510 | |
| <u>Technical/Eng (skilled)</u> | | | 0.3486 | 0.5605 | | |
| <u>Technical/Eng (professional)</u> | 0.5642 | | 0.5501 | 0.7461 | | |
| <u>Medical (skilled)</u> | 0.6171 | 0.5231 | | | | |
| <u>Medical (professional)</u> | 0.7029 | 0.6253 | | | | |
| <u>Figures/Comp (skilled)</u> | | | | 0.4074 | | |
| <u>Figures/Comp (professional)</u> | | 0.5569 | | 0.5502 | | |
| <u>Outdoor (skilled+prof)</u> | | | | | 0.7740 | 0.4754 |
| <u>Practical/Manual (skilled+prof)</u> | | | | | | 0.5333 |

| | <u>Service (skilled)</u> | <u>Service (professional)</u> | <u>Business (skilled)</u> | <u>Business (professional)</u> | <u>Clerical</u> | <u>Communica- tion</u> |
|---|------------------------------|-----------------------------------|-------------------------------|------------------------------------|-----------------|----------------------------|
| | | 0.7338 | | | | |
| <u>Helping (skilled)</u> | 0.5352 | | | | | |
| <u>Helping (professional)</u> | | 0.8373 | | | | |
| <u>Influencing (skilled)</u> | 0.5876 | | 0.6165 | | | |
| <u>Influencing (professional)</u> | | | 0.6092 | 0.6579 | | 0.4760 |
| <u>Medical (skilled)</u> | | 0.6534 | | | | |
| <u>Figures/Comp (skilled)</u> | | | 0.5221 | 0.6219 | 0.6309 | |
| <u>Figures/Comp (professional)</u> | | | 0.5476 | 0.6960 | | |
| <u>Clerical/Admin (skilled+prof)</u> | | | 0.6802 | 0.6811 | 0.6453 | 0.4482 |
| <u>Literary (skilled+prof)</u> | | | 0.5175 | | | 0.8521 |
| | <u>Arts (skilled)</u> | <u>Arts (professional)</u> | | | | |
| | | 0.7992 | | | | |
| <u>Artistic/Creative (skilled)</u> | 0.6416 | | | | | |
| <u>Artistic/Creative (professional)</u> | 0.6767 | 0.8312 | | | | |
| <u>Literary (skilled+prof)</u> | 0.6092 | | | | | |

VIQ CONSTRUCT VALIDITY (COPS VS VIQ)

COPS

| VIQ | <u>Outdoor</u> | <u>Technical</u> (skilled) | <u>Technical</u> (prof) | <u>Science</u> (skilled) | <u>Science</u> (prof) |
|--|--------------------------|-------------------------------|-----------------------------|-----------------------------|--------------------------|
| <u>Outdoor</u> (skilled) | 0.7529 | | | | |
| <u>Outdoor</u> (professional) | 0.7239 | | | | |
| <u>Practical/Manual</u> (skilled) | | 0.3944 | 0.1604 | | |
| <u>Practical/Manual</u> (professional) | | 0.4663 | 0.5450 | | |
| <u>Technical/Eng</u> (skilled) | | 0.3486 | 0.5605 | | |
| <u>Technical/Eng</u> (professional) | | 0.4379 | 0.7461 | | |
| <u>Scientific</u> (skilled) | | | | 0.7997 | 0.7922 |
| <u>Scientific</u> (professional) | | | | 0.7038 | 0.8647 |
| <u>Medical</u> (skilled) | | | | 0.6171 | 0.5231 |
| <u>Medical</u> (professional) | | | | 0.7029 | 0.6253 |
| | <u>Arts</u> (skilled) | <u>Arts</u> (prof) | <u>Service</u> (skilled) | <u>Service</u> (prof) | <u>Clerical</u> |
| <u>Artistic/Creative</u> (skilled) | 0.6416 | 0.7992 | | | |
| <u>Artistic/Creative</u> (professional) | 0.6767 | 0.8312 | | | |
| <u>Helping</u> (skilled) | | | 0.5352 | 0.7338 | |
| <u>Helping</u> (professional) | | | 0.3720 | 0.8373 | |
| <u>Influencing</u> (skilled) | | | 0.5876 | | |
| <u>Influencing</u> (professional) | | | | 0.4863 | |
| <u>Figures/Comp</u> (skilled) | | | | | 0.6309 |
| <u>Figures/Comp</u> (professional) | | | | | 0.4948 |
| <u>Clerical/Admin</u> (skilled) | | | 0.3525 | | 0.6939 |
| <u>Clerical/Admin</u> (professional) | | | 0.3764 | | 0.5357 |

| | <u>Business</u> (skilled) | <u>Business</u> (prof) | <u>Communica-</u> <u>tion</u> | <u>Consumer</u> <u>Economics</u> |
|---|------------------------------|---------------------------|----------------------------------|-------------------------------------|
| <u>Figures/Comp</u> (skilled) | 0.5221 | 0.6219 | | |
| <u>Figures/Comp</u> (professional) | 0.5476 | 0.6960 | | |
| <u>Influencing</u> (skilled) | 0.6165 | 0.4995 | | |
| <u>Influencing</u> (professional) | 0.6092 | 0.6579 | | |
| <u>Clerical/Admin</u> (skilled) | 0.6388 | 0.5852 | | |
| <u>Clerical/Admin</u> (professional) | 0.6459 | 0.6945 | | |
| <u>Literary</u> (skilled) | | | 0.7467 | |
| <u>Literary</u> (professional) | | | 0.8769 | |
| <u>PracticaManual</u> (skilled) | | | | 0.6337 |
| <u>Practical/Manual</u> (professional) | | | | 0.3229 |
| <u>Outdoor</u> (skilled) | | | | 0.5248 |

NOTE:

VIQ = Vocational Interest Questionnaire

COPS = Career Occupational Preference Survey - An interest survey designed to help individuals involved in the career decision-making process and to define the kinds of work one might be interested in doing. Survey results match the user with his/her highest work clusters and offer a sampling of occupations to explore along with related skills, activities, and majors. Time required: (usually takes about 30 minutes)

Construct validity refers to whether a scale measures or correlates with the theorized psychological scientific construct that it purports to measure. In other words, it is the extent to which what was to be measured was actually measured. In lay terms, construct validity answers the question: "Are we actually measuring (are these means a valid form for measuring) what (the construct) we think we are measuring?"

A construct is not restricted to one set of observable indicators or attributes. It is common to a number of sets of indicators. Thus, "construct validity" can be evaluated by statistical methods that show whether or not a common factor can be shown to exist underlying several measurements using different observable indicators.

Evaluation of construct validity requires that the correlations of the measure be examined in regards to variables that are known to be related to the construct. This is consistent with the multitrait-multimethod matrix of examining construct validity described in Campbell and Fiske's landmark paper (1959). Correlations that fit the expected pattern contribute evidence of construct validity.